



Cornell University ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see
<http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Downsville Central School District and Downsville Support Staff Association (2000)**

Employer Name: **Downsville Central School District**

Union: **Downsville Support Staff Association**

Effective Date: **07/01/00**

Expiration Date: **06/30/03**

PERB ID Number: **8062**

Unit Size: **39**

Number of Pages: **17**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School - <http://www.ilr.cornell.edu/>

8062_06302003

Downsville Central School District
And Downsville Support Staff Assn

152 SD
4605 JER

AGREEMENT

between the

DOWNSVILLE SUPPORT STAFF ASSOCIATION

and the

**DOWNSVILLE CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION**

RECEIVED

JAN 26 2001

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

July 1, 2000 through June 30, 2003

TABLE OF CONTENTS

Article		Page
1	RECOGNITION	1
2	USE OF SCHOOL FACILITIES	1
3	PERSONAL LEAVE	1-2
4	TEMPORARY LEAVE	2-3
5	SICK LEAVE	3-4
6	SICK LEAVE BANK	4
7	HEALTH, DENTAL & DISABILITY INSURANCE	5
8	IRS SECTION 125 ACCOUNT (FLEXIBLE SPENDING)	6
9	SALARY	6-7
10	CONTINUING EDUCATION	7
11	SUMMER HOURS	7-8
12	VACATION DAYS	8
13	PAID HOLIDAYS	8-9
14	UNIFORM ALLOWANCE	9
15	BUS DRIVERS' MISCELLANEOUS	9-10
16	SCHOOL NURSE	10
17	SNOW DAYS	10
18	VACANCIES	10
19	REVIEW OF PERSONNEL FILE	11
20	TEMPORARY ASSIGNMENT	11
21	GRIEVANCE PROCEDURE	11-13
22	PERB 204-a REQUIREMENT	13
23	LENGTH OF AGREEMENT	14

The following is a compilation of all the job benefits respective to salaries, hours and conditions of employment for Support Staff members. Unless otherwise noted by the words "regular full-time" these benefits apply to all Support Employees.

For the purpose of this Agreement, "regular full-time" shall be defined as an employee who works thirty (30) hours or more per week and is paid at least three thousand dollars (\$3,000) per year and is not substituting on a temporary basis for another full-time employee. (Substitute employees are those temporarily filling the position of a permanent employee and are not covered under the provisions of this Agreement regardless of the dollars earned or hours worked.)

ARTICLE 1 - RECOGNITION

Pursuant to Section 201 of the Rules and Regulations of the Public Employment Relations Board, the Board of Education of the Downsville Central School District hereby recognizes the Downsville Support Staff Association as the exclusive representative of a bargaining unit composed of all non-instructional Support Staff Personnel except the Confidential Secretary to the Superintendent and the Superintendent of Building and Grounds and substitute employees temporarily filling the position of a permanent employee for less than four (4) months.

ARTICLE 2 - USE OF SCHOOL FACILITIES

- A. The Association and/or its Executive Committee may be allowed the use of any room or building belonging to the Board of Education, upon application for such use in accordance with the policies of the Board of Education.
- B. The Association shall have the privilege of using the inter-school mail for distribution of notices pertaining to Association business.
- C. Copies of this Agreement will be printed at the joint expense of the Board of Education and the Downsville Support Staff Association and a copy shall be given to each member of the unit and each new employee as he/she is hired.

ARTICLE 3 - PERSONAL LEAVE

- A. Each regular full-time or part-time employee shall be entitled to five (5) days of absence annually for personal reasons without loss of salary.

These days shall be equivalent to each employee's length of workday.

Such leave is not to be used prior to or following scheduled vacations unless circumstances, in the opinion of the Superintendent, alter the situation.

- B. If two (2) requests from a given department or area have already been made, a reason must be given and the Superintendent will have the discretion to grant or deny the day. Seniority will be considered in granting requests for personal days if the issue dictates.
- C. No reason for request for personal days need be given except as stated in Section B.
- D. Personal days are to be used in one-half or full days only.
- E. For the purpose of personal day usage, holidays are not to be considered as vacation.
- F. All unused personal leave days shall accumulate as sick leave up to the two hundred (200) days. Those days over two hundred (200) shall be paid at the employee's current salary rate.

ARTICLE 4 - TEMPORARY LEAVE

A. Bereavement Leave -

Up to a total of ten (10) days per year will be allowed in the event of death in the family with no more than five (5) days available for use per instance. The family (for death) shall be interpreted to include persons not further removed than aunt or uncle or first cousins by blood or marriage.

B. Family Illness -

Up to three (3) days will be allowed for serious illness requiring the employee's personal bedside attention for spouse, child, parent, father-in-law, mother-in-law, daughter-in-law, son-in-law, sibling or other member of immediate household at the discretion of the immediate supervisor.

C. Child Rearing Leave -

Any employee, regardless of sex, may be granted a child rearing leave without pay for up to one (1) year from either the birth or adoption of the child. In cases where both husband and wife are Support Staff employees, only one (1) of them shall be eligible for a child rearing leave. Application for a child rearing leave will be made to the Board of Education.

During the leave period, the group health policy may be continued if the employee chooses to pay the premium.

Upon completion of the leave, the employee will return to the same or similar position held prior to the leave. This provision shall not be interpreted to guarantee a person a position in the event of a reduction of force.

D. Court Attendance -

Any employee who is required in Court, as a juror, shall be granted leave with full pay minus any amounts paid him/her by the Court, with the exception of meals, lodging and travel expenses for all days which he/she is required to appear in Court.

E. Other Extended Leave -

Any employee may, in the discretion of the employer, be granted a leave of absence from his/her position, without pay for a period not exceeding two (2) years.

Upon completion of the leave, the employee will return to the same or similar position held prior to the leave. This provision shall not be interpreted to guarantee a person a position in the event of a reduction of force.

ARTICLE 5 - SICK LEAVE

- A. Each regular full-time Support Staff employee shall be entitled to fifteen (15) days leave per annum at full salary for personal illness.

For those employees who work twenty to twenty-nine (20-29) hours per week, five (5) sick days per year shall be available. These days shall be equivalent to each employee's length of workday.

For those employees who work ten to nineteen (10-19) hours per week three (3) sick days per year shall be available. These days shall be equivalent to each employee's length of workday.

- B. After accumulating two hundred (200) sick days, regular full-time employees will be given fifteen (15) sick days a year. The Board of Education will pay for whatever sick days are left in a given year above the two hundred (200) based upon the employee's given rate of pay per day.

- C. Upon retirement and after a minimum of ten (10) years of regular full-time employment in the District, all unused sick days, up to the two hundred (200) maximum, will be paid for at the rate of fifty dollars (\$50) per day.

Upon retirement and after a minimum of ten (10) years of service to the District, all regular bus drivers will receive twenty-five dollars (\$25) for each unused sick day up to a maximum of two hundred (200) days. (Employees may collect from no more than one [1] category where there may be a dual title.)

- D. The Board of Education may request a health certificate from your physician indicating that you are capable of assuming your duties when returning from any leave.

- E. The Board of Education may request a health certificate from your physician in case of absence over three (3) consecutive school days to certify the reason for the absence.
- F. In case of illness, all employees are to notify their immediate supervisor.
- G. Effective July 1, 1992, regular, permanent bus drivers shall be granted up to four (4) sick days with pay per year.
- H. Any regular full-time or part-time employee who has used less than five (5) sick days per year will be entitled to an incentive in the amount of one hundred fifty dollars (\$150).

Effective July 1, 1992, twelve month employees who use less than six (6) sick days per year will be entitled to an incentive in the amount of one hundred fifty dollars (\$150).

ARTICLE 6 - SICK LEAVE BANK

- A. A Sick Leave Bank shall be established in which any employee covered by the terms of this Agreement may elect to participate. An employee electing to participate shall submit in writing to the employer by October 1 of a given school year a waiver of up to two (2) days from that year's sick leave allowance to be placed in the Bank. This waiver will remain in effect until withdrawn. Employees who have not contributed any days to the Bank will be ineligible to withdraw from the Bank.
- B. An employee who has contributed to the Sick Leave Bank will be eligible to apply for and receive up to ten (10) days sick leave for each day contributed up to a maximum of sixty (60) days in any given school year, provided sufficient days are in the Bank to cover requested withdrawals.
- C. Withdrawals from the Bank shall be limited for the exclusive purpose of reducing hardship upon an employee affected by an accident or disorder requiring long absence from employment, other than job incurred, which has exhausted his/her sick leave accumulation.
- D. Requests for withdrawals from the Bank by an employee shall be submitted in writing to the Chairperson of the Committee set up to administer the Sick Leave Bank. Said Committee shall be comprised of one (1) member appointed by the Downsville Support Staff Association, one (1) member appointed by the Superintendent (Superintendent is eligible) and one (1) member mutually agreed upon by the District and the Association. The decisions of the above Committee shall be final and binding on all parties with respect to the administration of the Sick Leave Bank.
- E. Should the purpose of this benefit be determined by a New York State or Federal Court to be contrary to Law, the entire benefit shall be null and void until renegotiated if so designated as a mandatory item for negotiations.

ARTICLE 7 - HEALTH, DENTAL & DISABILITY INSURANCE

Full-time for this category shall be defined as twenty (20) hours or more per week and earning a minimum of two thousand dollars (\$2,000) per year.

All permanent, full-time Support Staff shall be provided with coverage as follows:

Individual Medical	one hundred percent (100%)
Family Medical	one hundred percent (100%)
Individual Dental	up to nine dollars (\$9) per month
Family Dental	up to eighteen dollars (\$18) per month

A. Drug Co-Pay -

Effective October 1, 2000, the drug co-pay shall be three dollars (\$3.00)

Effective July 1, 2001, the drug co-pay shall be four dollars (\$4.00)

Effective July 1, 2002, the drug co-pay shall be five dollars (\$5.00)

- B. Employees declining coverage, who show proof of other health insurance coverage and provide a written waiver of coverage, shall receive a payment of six hundred dollars (\$600) for individual coverage or one thousand dollars (\$1,000) for family coverage. A waiver of health care coverage shall be filed in the employee's folder. This payment shall be made by June 30 of the school year, upon submission of a voucher, as a payment in lieu of insurance. Employees who wish to change this during the school year shall be subject to the enrollment restrictions of the carrier, and any payment due the employee will be prorated.

- C. Part-time, regular employees working between ten (10) and twenty (20) hours per week shall be provided the following coverage:

Individual Medical	one hundred percent (100%)
Family Medical	fifty percent (50%)

- D. For permanent employees currently enrolled in the Health Insurance Plan and paying a percentage of the premiums the cost of this coverage will be split as follows:

District pays	sixty percent (60%) of premium
Individual pays	forty percent (40%) of premium

- E. After working in the District for ten (10) or more years and retiring from the District, a full-time employee is eligible to continue health insurance benefits as a fifty percent (50%) co-pay rate (Individual and Family).

- F. The District will provide disability insurance to cover loss of salary for six (6) months at fifty percent (50%) of salary at no cost to the individual.

ARTICLE 8 - IRS SECTION 125 ACCOUNT (FLEXIBLE SPENDING)

The District has implemented an IRS Section 125 Account Plan for those employees electing to participate.

ARTICLE 9 - SALARY

Payroll Deductions -

Upon presentation of dues deduction authorization cards signed by individual employees, the Board will provide to the Downsville Support Staff Association, through its payroll facilities, the means for the voluntary membership dues deductions.

A. All employees shall receive salary increases as follows:

2000-2001	Four percent (4%) increase of each returning employee's hourly rate
2001-2002	Four percent (4%) increase, as cents per hour, of returning employee's average hourly rate
2002-2003	Four percent (4%) increase of each returning employee's hourly rate

B. A longevity bonus of five hundred and fifty dollars (\$550) annually will be paid to those Support Staff members who have been employed by the Downsville Central School District for fifteen (15) years or more. An additional longevity bonus of one hundred fifty dollars (\$150) annually, for a total of seven hundred dollars (\$700), will be paid to those Support Staff members who have been employed by the Downsville Central School District for twenty (20) years or more. The bonus payments will be paid in the last pay period of the year and will not be added to base salary.

C. All those ten month employees whose salary is annualized (compensated for one hundred eighty [180] days) shall report to work on conference days without additional compensation unless excused by the Superintendent. If other ten month employees are required to report to work on conference days, they shall receive additional compensation at their normal hourly rate.

Cafeteria workers will be paid for hours worked in preparation for the opening of school in September. If cafeteria workers report for work on a conference day and perform duties such as cleaning or inventory and are required to prepare a meal, there will be no additional compensation. If cafeteria workers report for work on a conference day and attend the conference and are required to fix a meal, they shall receive additional compensation, at their normal hourly rate, for the meal preparation and clean-up time.

D. Custodians shall be paid at the rate of one and one-half (1.5) times their rate of salary for time worked on any Saturday, Sunday or holiday.

E. Calling Substitutes -

Any unit member responsible for calling substitutes, shall be compensated at the following rates:

- For calling bus driver substitutes – An additional one-half (1/2) hour per day at their normal hourly rate for one hundred eighty (180) days.
- For calling other substitutes – An additional one (1) hour per day at their normal hourly rate for two hundred (200) days.

F. Payroll Deductions -

Deductions for participation in a tax sheltered annuity plan. The number of plans shall be limited to seven (7) (coincident with the Downsville Teachers Association). If the individuals involved in a particular plan decide to change plans, the Association shall notify the Superintendent in writing at least sixty (60) days before the change in plans is to take effect. Said notification shall include the name, address, and telephone number of the new plan contact person. No change in the plan shall occur until this time/notification requirement is met. The District may require the providers of TSAs to execute a service provider agreement. Should any provider not execute a service provider agreement, the District may deny new employees, or current employees who wish to change plans, from enrolling with the provider. The District may also use a common payer to distribute payments to the providers.

ARTICLE 10 - CONTINUING EDUCATION

- A. The District will set aside a continuing education fund in the amount of one thousand five hundred dollars (\$1,500) annually for unit employees to take Superintendent approved continuing education courses. The course must be job related. A record of satisfactory completion must be provided to the District. No more than three hundred dollars (\$300) per course shall be paid. Any money not expended in any year shall not be carried over into any subsequent year.
- B. Employees completing pre-approved college level courses of study, related to their work assignment, shall receive twenty dollars (\$20) per undergraduate credit hour and forty dollars (\$40) per graduate credit hour added to their base salaries. A unit member may select A or B, but not both.

ARTICLE 11 - SUMMER HOURS

Summer hours during July and August for all office staff shall be from 8:00 a.m. to 3:00 p.m. (with one-half [.5] hour for lunch) Monday through Thursday. Friday hours shall be from 8:00 a.m. to 12:00 p.m. Custodial staff and twelve month transportation staff will work a seven (7)

hour day during July and August. The starting time and quitting time may be adjusted with the approval of the immediate supervisor.

ARTICLE 12 - VACATION DAYS

All twelve month employees shall be entitled to the following vacation time:

After one (1) year	one (1) week
Two to five (2-5) years	two (2) weeks
Six to ten (6-10) years	add one (1) day per year up to three (3) weeks
Eleven to fifteen (11-15) years	add one (1) day per year up to four (4) weeks
Sixteen to twenty (16-20) years	add one (1) day per year up to five (5) weeks

- A. Vacations shall be scheduled in such a manner as not to interrupt the efficient operation of the school.
- B. All vacations shall be approved by the immediate supervisor at least one (1) week in advance.
- C. In cases where vacations are split and are taken a day at a time, the immediate supervisor shall be notified at least two (2) days in advance.
- D. All unused vacation days each year shall be paid for at the employee's regular rate of pay per day. Vacation days cannot be carried over from year to year.

ARTICLE 13 - PAID HOLIDAYS

A. Twelve Month Employees -

A total of fourteen (14) paid holidays will be given each year. Twelve (12) of the fourteen (14) will be fixed with the remaining two (2) to be determined by the Superintendent and based on the school calendar. The holidays are as follows:

New Year's Day	Veteran's Day
Martin Luther King, Jr. Day	Thanksgiving Day
President's Birthday	Thanksgiving Friday
Good Friday	Christmas Day
Memorial Day	One day before or after Christmas -
Independence Day	as granted by the Superintendent
Labor Day	* One floating holiday
Columbus Day	

- * Effective July 1, 1993 the floating holiday may be any non-school day. Such day must have the approval of the Superintendent.

B. Ten Month Employees -

For ten (10) month employees, the following paid holidays will be implemented in the school year noted:

Thanksgiving Day (2000-2001)	New Year's Day (2001-2002)
Thanksgiving Friday (2000-2001)	Memorial Day (2001-2002)
Christmas Day (2000-2001)	Columbus Day (2002-2003)
	Veteran's Day (2002-2003)

- C.** Holidays falling on Saturday or Sunday may be observed on the preceding Friday or succeeding Monday, providing school is not in session.

ARTICLE 14 - UNIFORM ALLOWANCE

All cafeteria and custodial workers, bus mechanics, school nurse and dental hygienist will receive a uniform allowance of one hundred fifty dollars (\$150). Employees receiving the allowance shall be required to wear the uniform.

ARTICLE 15 - BUS DRIVERS' MISCELLANEOUS

- A.** All late bus runs shall be paid for at a minimum rate of twelve dollars and eighty-five cents (\$12.85) for the first hour. If the run goes beyond the one (1) hour, the hourly rate takes over.
- B.** Those regular permanent bus drivers assigned a regular run and the Western Delaware Center BOCES or a driver assigned the Liberty BOCES runs shall be considered full-time employees and, therefore, eligible for benefits.
- C.** All extra runs shall be assigned by using a wheel with all regular, full-time drivers, listed by seniority, with the most senior driver first on the wheel. Sign up to be placed on the wheel shall be two (2) times a year; one at the start of the school year and the second at the semester break.

Extra trip rates shall be paid as follows:

2000-2001	fourteen dollars (\$14.00) per hour
2001-2002	fourteen dollars and twenty-five cents (\$14.25) per hour
2002-2003	fourteen dollars and fifty cents (\$14.50) per hour

- D.** If a team bus driver has to pay admission to a game, he/she will be reimbursed upon the submission of a claim form.
- E.** If a driver shows up for a game, band or field trip having not been notified of its cancellation, he/she shall be paid a one (1) hour appearance stipend.

- F. All bus drivers should be 19A certified and will be paid the following when attending required refresher courses:

Oneonta:	four (4) hours at ten dollars (\$10) per hour
Local:	two (2) hours at ten dollars (\$10) per hour

- G. All Summer regular runs shall be bid by seniority. If the District fails to fill the runs by bidding, the District may assign the least senior driver to the route. Compensation shall be at the driver's regular rate of pay (per minute rate).
- H. If more than one (1) regular driver loses his/her regular run during any one (1) school year, both drivers would be called preferred subs. The preferred subs would be called for daily work and recalled for any vacancies before any other substitute. The preferred subs would be listed on the preferred sub list based upon each driver's seniority. For recall to a regular position, each preferred sub will only have the ability to decline the first vacancy he/she is entitled to. After the declination, he/she will no longer be referred to as a preferred sub, but can continue on the sub list, at the discretion of the District.

ARTICLE 16 - SCHOOL NURSE

The school nurse may request of the Superintendent, assistance in the Health Office for such needs as physicals, screenings and mandated reports. The Superintendent shall have final approval or disapproval of the request.

ARTICLE 17 - SNOW DAYS

- A. If unused snow days are available at the end of the Winter season and an additional day is given by the Board of Education, the full-time Support Staff will receive the day as a paid holiday depending on the needs of the District.
- B. The office, custodial and twelve month transportation staff are required to work on snow days. If they are unable to get to work, they will be charged with a personal day.
- C. Cafeteria workers are to be paid for any time they have to come in and work on a snow day.

ARTICLE 18 - VACANCIES

When a vacancy in an existing position occurs, or when a new position is created, a position description shall be posted in the office, bus garage, and staff lounges indicating the duties, requirements, salary range and the deadline for filing applications. No position hereunder may be filled on a permanent basis unless such notice has been posted at least five (5) days.

ARTICLE 19 - REVIEW OF PERSONNEL FILE

Upon request in writing, any member of this bargaining unit will be provided a scheduled opportunity to review and make copies at the employer's expense of all material in his/her personnel file except confidential letters, letters of recommendation and information which is received by the employer prior to employment. The employee will be entitled to have a Representative of the Association accompany him/her during such review. Only those who have an official right and reason for doing so may inspect the file of any member of this bargaining unit. The employee may submit a written response to any material in the file and his/her answer shall be reviewed by the Superintendent and attached to the file copy.

ARTICLE 20 – TEMPORARY ASSIGNMENT

Unit members assigned to fill in for absent employees in higher job titles within the same department for a period of at least seven (7) consecutive workdays shall be paid an additional fifteen percent (15%) of his/her base hourly rate, retroactive to the first day of such assignment.

ARTICLE 21 - GRIEVANCE PROCEDURE

A. Purpose -

The desired objectives of the parties to these Practices and Understandings is to encourage the prompt and informal resolution of employee grievances and to provide orderly steps for reaching mutually satisfactory solutions of such alleged grievances that cannot be resolved informally.

B. Definitions -

1. A grievance is a claim by any individual unit member or group of unit members in the negotiating unit based upon events or conditions affecting their terms or conditions of employment as found in this Agreement.
2. Days are calendar days.
3. "Association" shall mean the Downsville Support Staff Association.
4. "Board" shall mean the Downsville Central School Board of Education.

C. Time Limits -

1. No grievance may be processed through this grievance procedure unless forwarded to the first available Stage within thirty (30) days after the aggrieved knew or should have known of the act or condition upon which the grievance is based.

2. Unless by mutual consent all grievances will be consistently processed to completion following the prescribed time limits in the Contract.
3. Unless waived, failure of the Association to conform with the prescribed time limits shall result in the grievance being deemed waived.

D. Procedure -

Step 1 -

The aggrieved party of the Association shall identify and present the grievance to the immediate supervisor orally. If a satisfactory solution is found at this level, the Association shall be so notified and no further Steps shall be taken.

Step 2 -

If no solution satisfactory to both the immediate supervisor and the aggrieved party can be found at Step 1, then within seven (7) days the aggrieved party shall submit his/her grievance to the immediate supervisor in writing. Within seven (7) days the immediate supervisor will submit his/her decision in writing to the aggrieved party.

Step 3, Section A -

If no resolution to the grievance is found at Step 2, then within five (5) school days the grievance must be presented to the Association Grievance Committee. The Committee shall decide within two (2) school days whether or not to support the grievance. Should the Grievance Committee support the grievance it shall proceed to the Superintendent's Stage.

Step 3, Section B -

Within seven (7) days the Superintendent will submit his/her written decision to the aggrieved party.

Step 4 -

If the Association deems the decision by the Superintendent as unsatisfactory, it may take the matter to the Board of Education. A written summary of the grievance shall be presented to the President of the Board seven (7) days before the next regular meeting of the Board of Education in order to put the grievance on the agenda for that meeting. The grievance will be presented in Executive Session. At this meeting, the grievance shall be presented by the grievant or his/her representative. The Board of Education shall render a written decision setting forth its rationale for its decision and its findings within ten (10) days after the meeting.

- E. A grievance may be initiated at the lowest possible Step of the procedure at which relief may be granted as determined mutually by the Association and the Superintendent.
- F. Any act, event, or condition which is being questioned under this procedure shall be performed and/or adhered to by the aggrieved party or any other member of the Association until the question has been resolved.
- G. All formal grievances shall be submitted on a form mutually developed by the District and the Association.
- H. The aggrieved party may be represented by any person of the grievant's own choosing.

ARTICLE 22 - PERB 204-a REQUIREMENT

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS, THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE 23 - LENGTH OF AGREEMENT

This Agreement shall continue in effect from July 1, 2000 to June 30, 2003.

For the Association

For the District

Janet A. Champlin
President
Downsville Support Staff Association

Roger H. Hutchinson
Superintendent
Downsville Central School District

10-5-00
Date

10/5/08
Date

TYPED AND PRINTED BY . . .



NATIONAL EDUCATION ASSOCIATION OF NEW YORK

Vestal Service Center

400 Plaza Drive, Suite D

Vestal, NY 13850

607/729-6375 or 800/479-6375